Table 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND BY GRADE

A. Professional and higher-level staff subject to geographical distribution
(at 30 June 1997)

Department/office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
EOSG	1			1	3		4	2	2	3	2	1	3	1	1	2			16	10	26	38.5%
OIOS	1						3	1	8	1	9	8	8	2	3	6			32	18	50	36.0%
OLA	1				4		5	1	8	6	10	7	10	6	7	8			45	28	73	38.4%
DPA	1		3		7	1	11	5	17	12	23	15	13	11	7	7			82	51	133	38.3%
DPKO	1		2		2		9		3	4	14	9	11	15	5	3			47	31	78	39.7%
DHA	1				4		4		10	3	6	5	5	3	2	4			32	15	47	31.9%
DPCSD	1			1	3	1	10	2	13	12	11	18	3	9	4	8			45	51	96	53.1%
DESIPA					3	1	10	2	9	10	25	10	21	6	11	9			79	38	117	32.5%
DDSMS	1				1	1	2	2	12	7	16	11	8	10	1	3			41	34	75	45.3%
ECA	1						8	4	30	3	34	7	36	13	13	7			122	34	156	21.8%
ECE	1						5	2	15	1	16	6	17	7	11	3			65	19	84	22.6%
ECLAC	1				1		8	3	14	6	34	8	25	12	17	11			100	40	140	28.6%
ESCAP	1						9	2	16	2	29	12	23	11	11	13			89	40	129	31.0%
ESCWA	1					1	6		12	2	21	2	4	9	5	7			49	21	70	30.0%
REGCOM								1	1		1								2	1	3	33.3%
DPI			1		3	2	12	5	17	16	31	29	34	43	27	28			125	123	248	49.6%
UNOG	1				2		7	1	5	7	11	4	17	13	14	12			57	37	94	39.4%
UNOV					2		3	2	7	2	11	5	13	7	2	1			38	17	55	30.9%
UNDCP	1				2		2		6	2	5	8	8	7	3	4			27	21	48	43.8%
DAM	1						3	1	5	4	2	7	1	2	2	2			14	16	30	53.3%
DAM/OPPBA			1		4		3		7	9	10	9	11	13	10	6			46	37	83	44.6%
DAM/OHRM			1		1	2	1	2	5	10	9	12	10	10	6	7			33	43	76	56.6%
DAM/OCSS			1		3	1	13	5	15	7	23	10	24	15	11	5			90	43	133	32.3%
UNJSPF							2	1	6	2	5	6	6	6		1			19	16	35	45.7%
INTORG									3		1	1		1		1			4	3	7	42.9%
UNCTAD	1				1	1	17	1	35	6	39	8	39	25	16	9	1		149	50	199	25.1%
UNON									2	2	3	2	4		2	2			11	6	17	35.3%
UNEP		1			1	1	2		1	1	1	1			2	3			7	7	14	50.0%
UNCHS			1		1		2	1	3	2	10	1	5	6	2	1			24	11	35	31.4%
HC/CHR							2		5	2	12	6	10	9	4	9			33	26	59	44.1%
UNCC			1		2		1		1		1								6		6	
UNSCOM										1										1	1	100.0%
DPKO/FALD			1		1		3	1	7	4	11	1	6	4	2	3			31	13	44	29.5%
TOTAL	17	1	12	2	51	12	167	47	300	149	436	229	375	276	201	185	1		1560	901	2461	36.6%

B. Professional staff in posts with special language requirements
(at 30 June 1997)

Department/ office	P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F		
EOSG														
OIOS														
OLA														
DPA														
DPKO						1						1	1	100.0%
DHA														
DPCSD		1		1	2	1					2	3	5	60.0%
DESIPA														
DDSMS														
ECA	1		1		3	2	1				6	2	8	25.0%
ECE					1	1		2			1	3	4	75.0%
ECLAC				2	1	2		1			1	5	6	83.3%
ESCAP	1		7	1	10	3					18	4	22	18.2%
ESCWA	1		3	1	2	1					6	2	8	25.0%
REGCOM														
DPI														
UNOG	22	15	68	37	71	22	2	2			163	76	239	31.8%
UNOV	3	2	21	9	18	4	3	2			45	17	62	27.4%
UNDCP														
DAM														
DAM/OPPBA														
DAM/OHRM								1				1	1	100.0%
DAM/OCSS	55	33	129	65	107	82	14	18			305	198	503	39.4%
UNJSPF														
INTORG														
UNCTAD	1		1								2		2	
UNON	1		3	2	1						5	2	7	28.6%
UNEP					1	1					1	1	2	50.0%
UNCHS														
HC/CHR														
UNCC														
UNSCOM					1		1				2		2	
DPKO/FALD			3		1	2					4	2	6	33.3%
TOTAL	85	51	236	118	219	122	21	26			561	317	878	36.1%

C. Professional and higher-level staff subject to geographical distribution and in posts with special language requirements by department or office and by grade

(at 30 June 1997)

Department/ office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
EOSG	1			1	3		4	2	2	3	2	1	3	1	1	2			16	10	**26**	38.5%
OIOS	1						3	1	8	1	9	8	8	2	3	6			32	18	**50**	36.0%
OLA	1				4		5	1	8	6	10	7	10	6	7	8			45	28	**73**	38.4%
DPA	1		3		7	1	11	5	17	12	23	15	13	11	7	7			82	51	**133**	38.3%
DPKO	1		2		2		9		3	4	14	9	11	16	5	3			47	32	**79**	40.5%
DHA	1				4		4		10	3	6	5	5	3	2	4			32	15	**47**	31.9%
DPCSD	1			1	3	1	10	2	13	13	11	19	5	10	4	8			47	54	**101**	53.5%
DESIPA					3	1	10	2	9	10	25	10	21	6	11	9			79	38	**117**	32.5%
DDSMS	1				1	1	2	2	12	7	16	11	8	10	1	3			41	34	**75**	45.3%
ECA	1						8	4	31	3	35	7	39	15	14	7			128	36	**164**	22.0%
ECE	1						5	2	15	1	16	6	18	8	11	5			66	22	**88**	25.0%
ECLAC	1				1		8	3	14	6	34	10	26	14	17	12			101	45	**146**	30.8%
ESCAP	1						9	2	17	2	36	13	33	14	11	13			107	44	**151**	29.1%
ESCWA	1					1	6		13	2	24	3	6	10	5	7			55	23	**78**	29.5%
REGCOM								1	1		1								2	1	**3**	33.3%
DPI			1		3	2	12	5	17	16	31	29	34	43	27	28			125	123	**248**	49.6%
UNOG	1				2		7	1	27	22	79	41	88	35	16	14			220	113	**333**	33.9%
UNOV					2		3	2	10	4	32	14	31	11	5	3			83	34	**117**	29.1%
UNDCP	1				2		2		6	2	5	8	8	7	3	4			27	21	**48**	43.8%
DAM	1						3	1	5	4	2	7	1	2	2	2			14	16	**30**	53.3%
DAM/OPPBA			1		4		3		7	9	10	9	11	13	10	6			46	37	**83**	44.6%
DAM/OHRM			1		1	2	1	2	5	10	9	12	10	10	6	8			33	44	**77**	57.1%
DAM/OCSS			1		3	1	13	5	70	40	152	75	131	97	25	23			395	241	**636**	37.9%
UNJSPF							2	1	6	2	5	6	6	6		1			19	16	**35**	45.7%
INTORG									3		1	1		1		1			4	3	**7**	42.9%
UNCTAD	1				1	1	17	1	36	6	40	8	39	25	16	9	1		151	50	**201**	24.9%
UNON									3	2	6	4	5		2	2			16	8	**24**	33.3%
UNEP		1			1	1	2		1	1	1	1	1	1	2	3			8	8	**16**	
UNCHS			1		1		2	1	3	2	10	1	5	6	2	1			24	11	**35**	31.4%
HC/CHR							2		5	2	12	6	10	9	4	9			33	26	**59**	44.1%
UNCC			1		2		1		1		1								6		**6**	
UNSCOM										1			1		1				2	1	**3**	33.3%
DPKO/FALD			1		1		3	1	7	4	14	1	7	6	2	3			35	15	50	
TOTAL	**17**	**1**	**12**	**2**	**51**	**12**	**167**	**47**	**385**	**200**	**672**	**347**	**594**	**398**	**222**	**211**	**1**		**2121**	**1218**	**3339**	**36.5%**

/...

D. Staff in the General Service and related categories (at 30 June 1997)

Department/ office	GENERAL SERVICE					OTHERS a/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	36	80.0%	9	20.0%	45					
OIOS	25	80.6%	6	19.4%	31					
OLA	63	92.6%	5	7.4%	68					
DPA	123	91.1%	12	8.9%	135					
DPKO	109	74.1%	38	25.9%	147	2	14.3%	12	85.7%	14
DHA	100	79.4%	26	20.6%	126			3	100.0%	3
DPCSD	90	92.8%	7	7.2%	97					
DESIPA	89	69.0%	40	31.0%	129					
DDSMS	122	70.1%	52	29.9%	174					
ECA	161	47.1%	181	52.9%	342			4	100.0%	4
ECE	65	80.2%	16	19.8%	81					
ECLAC	192	55.7%	153	44.3%	345					
ESCAP	252	59.7%	170	40.3%	422			1	100.0%	1
ESCWA	91	54.8%	75	45.2%	166					
REGCOM	4	100.0%			4					
DPI	310	63.5%	178	36.5%	488	27	57.4%	20	42.6%	47
UNOG	425	49.4%	436	50.6%	861	12	70.6%	5	29.4%	17
UNOV	163	44.3%	205	55.7%	368					
UNDCP	70	79.5%	18	20.5%	88					
DAM	48	81.4%	11	18.6%	59					
DAM/OPPBA	114	69.9%	49	30.1%	163					
DAM/OHRM	109	82.6%	23	17.4%	132	17	85.0%	3	15.0%	20
DAM/OCSS	452	54.7%	375	45.3%	827	14	3.8%	356	96.2%	370
UNJSPF	51	56.0%	40	44.0%	91					
INTORG	12	92.3%	1	7.7%	13					
UNCTAD	148	81.3%	34	18.7%	182					
UNON	115	43.6%	149	56.4%	264					
UNEP	254	81.4%	58	18.6%	312	1	100.0%			1
UNCHS	83	76.9%	25	23.1%	108			2	100.0%	2
HC/CHR	52	86.7%	8	13.3%	60	1	33.3%	2	66.7%	3
UNCC	45	60.0%	30	40.0%	75					
UNSCOM	10	40.0%	15	60.0%	25			1	100.0%	1
DPKO/FALD	442	31.8%	948	68.2%	1390	119	13.8%	741	86.2%	860
TOTAL	4364	56.4%	3378	43.6%	7742	193	14.4%	1150	85.6%	1343

a/ Includes Field Service, Security Service, Trades and Crafts staff and Public Information Assistants.

ANNEX II

Groupings of Member States

A. Groupings by major geographical region

Africa

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo
Côte d'Ivoire
Democratic Republic of the Congo
Djibouti
Egypt
Equatorial Guinea
Eritrea
Ethiopia
Gabon
Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Libyan Arab Jamahiriya
Madagascar
Malawi
Mali
Mauritania
Mauritius
Morocco
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Togo
Tunisia
Uganda
United Republic of Tanzania
Zambia
Zimbabwe

Asia and the Pacific

Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Democratic People's Republic of Korea
Fiji
India
Indonesia
Japan
Lao People's Democratic Republic
Malaysia
Maldives
Marshall Islands
Micronesia (Federated States of)
Mongolia
Myanmar
Nepal
New Zealand
Pakistan
Palau
Papua New Guinea
Philippines
Republic of Korea
Samoa
Singapore
Solomon Islands
Sri Lanka
Thailand
Vanuatu
Viet Nam

Eastern Europe

Albania
Armenia
Azerbaijan
Belarus
Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Estonia
Georgia
Hungary
Kazakhstan
Kyrgyzstan
Latvia
Lithuania
Poland
Republic of Moldova
Romania
Russian Federation
Slovakia
Slovenia
Tajikistan
The former Yugoslav Republic of Macedonia
Turkmenistan
Ukraine
Uzbekistan
Yugoslavia

Western Europe

Andorra
Australia
Belgium
Denmark
Finland
France
Germany
Greece
Iceland
Ireland
Italy
Liechtenstein
Luxembourg
Malta
Monaco
Netherlands
Norway
Portugal
San Marino
Spain
Sweden
United Kingdom of Great Britain and Northern Ireland

Latin America

Argentina
Bolivia
Brazil
Chile
Colombia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Mexico
Nicaragua
Panama
Paraguay
Peru
Suriname
Uruguay
Venezuela

Middle East

Afghanistan
Bahrain
Cyprus
Iran (Islamic Republic of)
Iraq
Israel
Jordan
Kuwait
Lebanon
Oman
Qatar
Saudi Arabia
Syrian Arab Republic
Turkey
United Arab Emirates
Yemen

North America and the Caribbean

Antigua and Barbuda
Bahamas
Barbados
Belize
Canada
Dominica
Grenada
Guyana
Jamaica
Saint Kitts and Nevis
Saint Lucia
Saint Vincent and the Grenadines
Trinidad and Tobago
United States of America

Others

Palestine
Switzerland
Stateless

B. Developing and other countries

1. Developing countries

All countries in Africa; all countries in Asia except Australia, Japan and New Zealand; all countries in Latin America; all countries in North America and the Caribbean except Canada and the United States of America; all countries in the Middle East; plus Bosnia and Herzegovina, Croatia, Malta, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia.

2. Other countries

All countries in Western Europe except Malta; all countries in Eastern Europe except Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia; plus Australia, Canada, Japan, New Zealand and the United States of America.